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ALASKA People



December 02 /January/February 2003

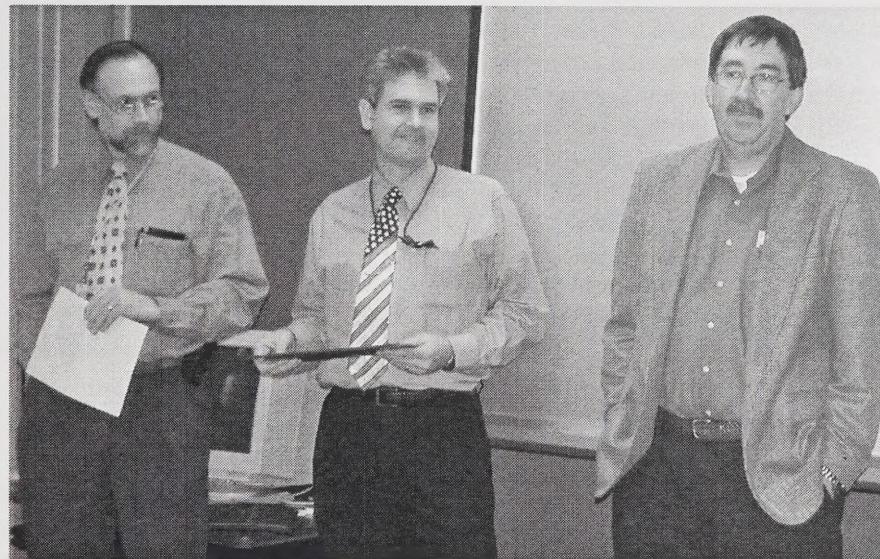
Management Changes to Alaska's Leadership Team

State Director Henri Bisson announced upcoming changes to BLM's leadership team at the Alaska Leadership Team's January meeting. The deputy state directors for Conveyances and Resources will assume other jobs and responsibilities within the organization. Effective March 15, **Brenda Zenan**, DSD for Conveyances is appointed special assistant to the SD to work on a project to sunset the land transfer program by 2009.

Nolan Heath, the DSD for Resources, will assume the deputy pipeline authorized officer at the Joint Pipeline Office (JPO). **Gary Reimer**, the deputy authorized officer at the JPO will assume Zenan's job as DSD for Conveyances. **Ramona Chinn**, long-time Conveyance Coordination branch chief moves into the associate deputy state director for Conveyances, a new position.

"BLM's priorities have shifted and after consulting my managers we've decided that a shift in leadership will help us meet these priorities," says Bisson, Alaska's state director since June 2002.

These permanent assignments were approved by the Position Management Committee. Bisson is also looking to fill these key leadership positions this year – associate state director, minerals DSD, resources, lands and planning DSD, branch chief for renewable resources and the special agent-in-charge.



State Director Henri Bisson shares his priorities with employees at a recent Resource, Lands and Planning staff meeting. (r-l) Bisson, Nolan Heath and Gene Terland)

Managers on the Move



Brenda Zenan, the deputy state director for Conveyances becomes a special assistant to the state director working on a conveyances project specifically aimed at expediting the land transfer program.



Gary Reimer, JPO's deputy authorized officer will assume the deputy state director for Conveyances. Before working at the JPO, Reimer was the Human Resources Officer at the Alaska State Office.



Ramona Chinn, Chief, branch chief for Conveyance Coordination will become the associate state director for Conveyances. Chinn is quite adept in dealing with conveyance issues having worked in the division for many years.



Nolan Heath, deputy state director for resources, lands and planning brings an ample background in resources and engineering when he becomes the deputy authorized officer at the Joint Pipeline Office.

\$ \$ Who's Gonna Get Your Money? \$ \$

I got a call from a buddy recently who asked me if I had my beneficiaries paperwork current in case of my untimely demise. I mumbled, "I guess so." But I really didn't have a clue. After some uncomfortable small talk about grave stones, cremation and coffins I pulled out my Federal Employees Almanac and began my Survivor Benefits research.

I didn't get too far before my buddy called back with the names of four forms that every federal employee should have on file and up-to-date.

Retirement contributions

*Designation of Beneficiary
Civil Service Retirement Systems
Standard Form 2808*

Last check

*Designation of Beneficiary
Unpaid Compensation of Deceased
Civilian Employee -
Standard Form 1152*

Life insurance

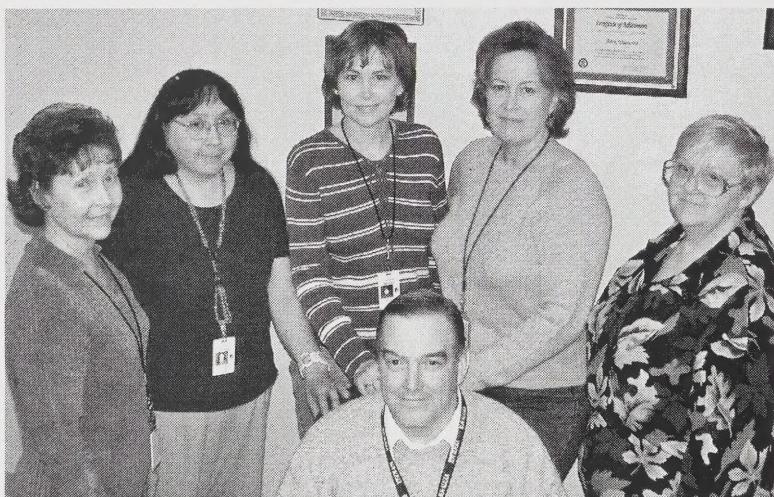
*Designation of Beneficiary
Federal Employee's Group Life Insurance
(FEGLI) Program
Standard Form 2823
(for life insurance)*

TSP contributions/earnings

*Designation of Beneficiary
Thrift Savings Plan -
Form TSP-3*

Check these forms for revisions and fill them out again. Keep in mind, if you've remarried you may want to make sure your current spouse is your beneficiary. HR specialist **Nancy Welch** says, "I've seen some sad situations where an employee neglected to change their beneficiary and their ex got everything to the exclusion of the children."

Teresa McPherson



Jack and staff. (l-r) Rebecca Moore, employee relations specialist; Rose Notti, human resources specialist; Tamara Neukam, HR specialist; Colene Gearman, HR specialist; Zane Dotson, HR assistant; seated Jack Busteed, HR officer.

Human Resources Welcomes New Staff

When Jack Busteed came to work for BLM-Alaska in March 2002, the Human Resources Officer had his hands full. His staff had a crushing workload and to make matters worse within a

matter of months **Sandy Wallace** left for Germany and **Bertha King** went to work for the Fish Wildlife Service in Anchorage. With two seasoned workers gone, Busteed realized he'd have to quickly beef

up his staff to meet workload demands. Just recently he met that challenge by hiring five new HR employees. The bulk of his new hires are human resource specialists: **Rose Notti**, **Tamara Neukam** and **Colene Gearman**. Rich with HR experience they all hail from a diversity of agencies. Notti, was formerly with the Public Health Service, while Neukam came from the Forest Service in Kentucky and Gearman, also coming from Kentucky worked for the National Park Service.

Rebecca Moore, an employee relations specialist, is a former Alaska National Park Service employee and HR assistant **Zane Dotson** comes to BLM from the Dept. of Veterans Affairs. Busteed says, "We've had our staffing problems in the past, but I think with our increased staff, employees will see we'll be more responsive to their requests."

To celebrate their increase in numbers, the HR staff invites employees to their open house February 28. Come and learn who to contact for HR issues.

employee profile

Ella Wright



Joan Steltenpohl

Computer Assistant

Computer assistant **Joan Steltenpohl** retired in October with a smile on her face, a gleam in her eyes, and colorful memories of 21 years of service with BLM-Alaska.

Until a few months ago whenever a state office employee was locked out of their computer and dialed extension 3246, they'd hear Steltenpohl answer "Help Desk." Now after 40 years with the federal government, she is free! Free to complete her arts and crafts projects, volunteer to maintain her church's database, and to travel and revisit places of her youth.

Those youthful days go back to 1950 when Steltenpohl, straight out of high school went to work for Fashion Frock, a mail order catalog. It wasn't until 1962 that she'd leave private industry for her first civil service job with the U.S. Army in her hometown of Cincinnati, Ohio.

Nine years later she would accept a promotion with the IRS

and move farther south to Memphis, Tennessee. Her new job as a computer tape librarian involved putting numbers on 2,400 to 3,000 feet of empty reels of computer tape.

In 1977 Steltenpohl left Memphis and married her Alaskan pen pal.

It was after hearing tales from her older brother stationed on the Aleutian Island, that Alaska rose to the top of her list of most wanted places to visit.

She and her new husband arrived in Anchorage on January 5, 1978. Their long distance courtship was the result of Steltenpohl's seven-year itch to visit the Great Land. However, upon arriving in Anchorage, she got a rude awakening. "I went to buy groceries at Proctor's on Muldoon Road and the power went out," she said.

But the lights were shining on her civil service career. She began working for the U.S. Geological

Survey where at 5 a.m. every morning she would retrieve and key punch listings coming from Washington, D.C. Steltenpohl said, "After three years with USGS, I was picked up by the BLM to work as a key-punch operator in the Alaska State Office."

When Steltenpohl talks about her BLM career, many influential people come to mind. Her long-time program lead **Patty Pex** is the person she most admires because of her sound advice and gutsiness. She also credits retired information technology (IT) employee **George Harper** with helping her get the cross-training that led to her promotion as a computer assistant.

She reminisces about the good ole days when **Joe Essert** would make the morning coffee in a large urn; how **Dwight Sandlin**, another retired IT employee, couldn't stand the old loud and noisy keypunch machine she operated; and the day everyone left the federal building without her knowledge.

She said, "I was working in the keypunch room. When I walked into the hall a guard saw me and said everyone had left and the building was closed. No one told me the building was being evacuated."

One of Steltenpohl's more memorable moments is the death and funeral of the old Burroughs mainframe on February 1, 1993. She and the rest of the IT staff were delighted to put the old hardware dinosaur to rest!! They were definitely ready for newer computer technology.

Although Steltenpohl says she has not done anything extraordinary, this 72-year old self-described independent woman still makes her own way after 25 long winters in the 50th state.

Written by Ella Wright, writer-editor with the Division of Support Services.

What will it be?

Temporary employment or a career?

student has choice

by Donna Gindle

Just days before **Beth Ann Pipkin** began an administrative job with the BLM's Joint Pipeline Office (JPO) in Valdez, she was touring Europe with her high school class. Weeks into the job, the 17-year old stood in the background while a corporate president, human resource director, federal manager and parent discussed job opportunities available to her.

One possibility, said **Joe Hughes**, JPO's Valdez manager, was having her work for JPO throughout the year and stay on with BLM, making it a career.

Hughes, a JPO manager and proponent of BLM's Student Temporary Employment Program (STEP) and Student Career Experience Program (SCEP), discussed this option with Beth Ann's mother, Phyllis, Chuck Totemoff, Chenega Corporation president and CEO, and Peggy O'Keefe, Chenega's human resources director. Phyllis and Beth Ann are shareholders of Chenega, a Prince William Sound Region village corporation.

Managers using the SCEP and STEP programs get to observe the skills and abilities of potential employees while students gain work experience. The STEP offers students temporary employment, renewable for one year. Students can be assigned a range of duties that do not necessarily relate to academic career goals.

Under SCEP, students are

enrolled or accepted for enrollment as degree-seeking students. They must take at least a half-time academic, technical or vocational course load in an accredited technical two or four year college. In many cases a SCEP is assured a permanent job.

Hughes would like Pipkin to transition from a STEP to a SCEP appointment.

"For this to happen she must continue working towards her degree and fulfill work commitments," said Hughes.

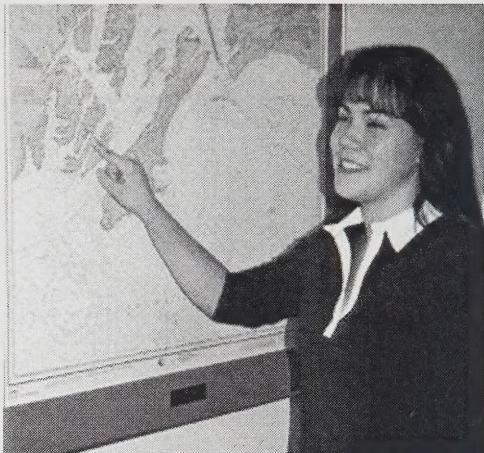
"After she gets her degree, then she needs to decide if she wants to work for us. The federal government's number one opportunity is not the wages, rather it is the benefits. It's the opportunity to use your degree early in your career. It's also the on-the-job training and continuing education," said Hughes.

"The timing couldn't be better because of the aging federal workforce. A large number of federal employees could retire within a short time, taking with them tons of corporate knowledge."

"This means we must start getting newly educated professionals in our doors. Managers must mentor promising students before private industry moves in and we lose out," Hughes said.

BLM and other federal agencies are trying to attract college-age students to high-demand profes-

Donna Gindle



Beth Ann Pipkin

sional areas such as the sciences.

Pipkin, who is likely to pursue an environmental engineering science degree, enjoys the outdoors, camping, kayaking, fishing, hunting and sports.

"Ever since I was young, growing up in the village, learning about the environment, I've really liked science and I'm good at it," she said.

To help cultivate that interest, Hughes takes Pipkin along on his projects at the Valdez Marine Terminal. He also gave her a hefty environmental manual to read. On her own initiative, Pipkin is attending spill prevention response training offered through the Prince William Sound Community College.

Pipkin is gaining experience working at the JPO during the school year and possibly in the summer of 2003.

Working at JPO was rather scary at first admits Pipkin. "It will let me gain a better understanding of what I'm supposed to put into a job and what I'll get out of it. Expectations are high, and I hope I don't let everyone down," she said.

While Pipkin is completing her senior year at Valdez High School her future looks good. Already one employer is interested in her future knowledge and skills.

Gindle is a public affairs specialist with the Anchorage Field Office.



COMPETITIVE SOURCING - 21 JOBS TO BE STUDIED

Were you one of the 21 employees working in maintenance facilities receiving letters in January stating your job would be a part of the competitive sourcing studies? These studies will determine if its more advantageous for federal employees to do this type of work or a contractor. Employees affected are located in our Glennallen and Northern Field offices, Juneau Minerals Office, the Alaska Fire Service and the Alaska State Office. The Washington

Office selected maintenance for review based on our FAIR Act inventory.

Since 1998, the Federal Activities Inventory Reform (FAIR Act) directed federal agencies conduct an annual inventory of commercial functions that were not inherently governmental. Commercial activities include any work that can be contracted out while inherently government work would mandate those duties be done by a government employee. An

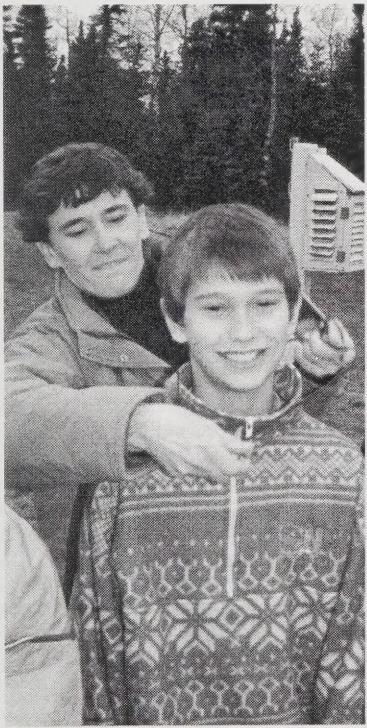
example of inherently governmental work would be employees who decide what species to list under the Endangered Species Act or employees approving a state conservation grant.

BLM, like all other federal agencies, is being directed by the Presidents's Management Agenda to conduct competitive sourcing studies for at least 15 percent of positions identified in our 2001 commercial or Fair Act inventory.

continued on page 8

Science Educator Earns National Award

by Donna Gindle



Donna Gindle

Luise Woelflein, an educational program coordinator at the Campbell Creek Science Center, attends to a student during the center's Energy Day last October.

When Campbell Creek Science Center Manager **Jeff Brune** offered **Luise Woelflein** a job last fall as the center's educational program coordinator, he didn't know about the national award that she would soon win. He did know that she was, bright, and enthusiastic, had a wealth of contacts and experience, and asked provocative questions. "This (award) shows the caliber of her work. It's relevant to us at the Science Center because of the expertise that she's bringing to this job," Brune said.

On March 28 in Washington D. C., Woelflein will receive the Trudy Fari and John Strohm Magazine Writing award from the National Wildlife Federation for a series of three articles she wrote for *Ranger Rick!* magazine in 2002. This educational magazine uses colorful photos, funny drawings and exciting stories to involve school age kids in science. Woelflein's series, entitled *Get Out!* encourages kids to explore the outdoors and experience the world of nature through creative and fun learning activities.

A master's degree in environmental studies and a bachelor's in biology has prepared the 41-year old East Coast escapee for her current position. But it's her love of science, her enjoyment in turning kids on to science and her ability to educate the educators that she highlights as her strengths.

"I get excited about nature and science," she said. "I like understanding how the natural world works or questioning what I don't understand and then pursuing the answer. It's why we have intellect."

As enthusiastic as Woelflein is about science, she realizes that not everyone shares her sentiment. "I strive to write fun and creative curriculums to help teachers, especially those without a strong science background, teach science," she said.

Woelflein is currently organizing an event for Women's History Month where a panel of women with science backgrounds will discuss their careers and mentors. During the summer she will focus on adult education programs and strengthening the center's volunteer program. *Gindle is a public affairs specialist with the Anchorage Field Office.*



Henri Bisson joins resource managers Gene Terland and Mike Haskins at recent staff meeting where the state director handed out awards to employees. (l-r) Bisson, Dennis Tol, John Payne, Taylor Brelsford, Terland, Susan Lavin, Linda Resseguie, Jerri Sansome, Frank James, Richard Johnson and Haskins.

This year's annual all employees meeting at the Anchorage museum in December began with a fun-filled video of the different staffs singing "The Twelve Days of Christmas." Our state director **Henri Bisson** congratulated employees on a job well done for the past year but it was a bittersweet good-bye for ASD **Linda Rundell** who gave her last address to employees. Rundell said she didn't believe in saying good-bye but rather "hasta luego." Rundell is now New Mexico's State Director. Awards were a major part of the meeting. The following are a summary of awards presented at the meeting but represent only a fraction of awards presented to employees for the year.

AWARDS

SUPPORT SERVICES

STAR AWARDS

Garth OLSON - for leadership to Information Technology staff
Cathy VITALE & Sharon PRIEN - for exceptional contributions to Alaska Resources Information Library

ON-THE-SPOT AWARDS

Mike ROSE & Ken HIGGINS - for outstanding safety program
Glenn NELSON - for print shop leadership
Greg CHAVEZ & Paul RUSSELL - for being responsive to clients' changing demands
Pam KHIANI, Peggy RICHARDSON, Ramon GARCIA-S & Janie FISHER - for meeting high work demands of an understaffed public room
Steve GRIMES - for mail room customer service
Diana SONGER, Rodney HARVEY & John MONTGOMERY - for public room support during times of understaffing
Gary JAMIESON & Steve GRANTLAND - for information technology support for numerous office moves
Ed DOYLE - for daily information technology user support
David EDGE & Jim BRAHAM - for securing major sensitive applications
Maxcell GRAVES - for leadership and supervision of information mgmt. section
Patty PEX - for outstanding service as BLM-AK configuration manager
Lynn MARCINIAK & Sonda JULIUSSEN - for outstanding service in applications develop-

ment and maintenance

Linda McCLELLAND - for outstanding service as webmaster and help desk support
Jon WILSON - for applications maintenance and systems administration

QUALITY STEP I INCREASES

Georgia HOLTON - for computer hardware development leadership
Jerry CARTWRIGHT - for leadership and supervision of the applications section

SAFETY AWARD

Linda RUNDELL - for support of safety program

CADASTRAL SURVEY

STAR AWARDS

Orrin FREDERICK - for leadership resulting in record number of contract surveys awarded

Mike WILSON - for field surveys section leadership

Charles LUDDINGTON - for preparing superior powerpoint presentations

Dwayne RICHARDSON - for research and implementation of new aerial flight management system

Dayle SHERBA - for providing topnotch Geographical Positioning System training to a variety of customers

Michael BEALE - for work on supplemental plat and the rectangular survey backlog

Steven ROBINSON - for support on many survey projects, especially the scanning of survey records now available on the Internet

Gary MARCINIAK - for contributions to supplemental plat workload

Jill CUBBEDGE - for liaison work contributions to the spatial data mgmt system

Sue FAUGHT - for database mgmt support of spatial data mgmt system project team

Fred MAESTAS - for lead surveyor responsibilities for the spatial data mgmt system project

QUALITY STEP I INCREASE

Greg BALEN - for leadership which led to the elimination of the land information section's 10-month status work backlog

GROUP AWARD

Linda RICKETTS, Dennis WALWORTH, Tim VARNER & Gary SHERMAN - for developing major software application, the spatial data mgmt system

SERVICE

C.T. VAUGHAN - 30 years

RESOURCES, LANDS & PLANNING

STAR AWARDS

Gene TERLAND - for Trans Alaska Pipeline System (TAPS) project lead for right-of-way renewal & northwest NPR-A planning

Michael HASKINS - for appraisal contract for TAPS right-of-way

Donald BAGGS - for contributions to budget strategy team work

MINERALS

ON-THE-SPOT AWARDS

Kirby BEAN, Ed GENSLER, Rob BRUMBAUGH, John HOPPE, Bob KLIEFORTH, Vanessa HICE, Leslie TORRENCE, Peter BITTENBERGER & Mark MEYER - for contributions and participation to the BLM booth at the Alaska Miners Assn Convention

Jane ALBRECHT - for coordinating & designing BLM's AK Miners Assn. booth

Jerry KOZES - for graphic support for BLM's AK Miners booth

Joe KURTAK - for chairing a session at AK Miners Association Convention

continued MINERALS

STAR AWARDS

Kelly MAHONEY - for division's primary administrative support
Anita JETTE - for administrative support
Bo BROWN - for developing, implementing & tracking oil and gas inspection and enforcement
Greg NOBLE - for legacy well program and reservoir management
Harrison GRIFFIN - for assuming duties of hazardous materials program coordinator
Renee FENCL - for reorganizing casefiles & auditing land information records

SERVICE

Harrison GRIFFIN - 5 years
Art BANET - 25 years
Jerry KOUZES - 25 years

CONVEYANCE MANAGEMENT

ON-THE-SPOT AWARDS

Susan JOYCE - for Native allotments work
Sherri BELENSKI - for records audit updating ANCSA escrow accounts
Christy FAVORITE - for implementation of new legislation and projects having no precedence
Ron ROYER - for acting branch chief responsibilities & accomplishments
Debbie THOMAS - for assuming extra administrative duties
Barbara OPP WALDAL - for conveying more than 210,000 acres to village corporations.
Becky JOHNSON - for conveying the most land to the State of Alaska
Marcia COWEN - for major contributions to Native allotments workload
Linda SUTTLES - for significant Native allotment workload contributions

STAR AWARDS

Sharon WARREN - for assuring that Native allotment annual work plan commitments were met
John TOMS - for assuring the patenting of State land so annual work plan commitments were met
Denny BENSON, Stephanie CLUSIAU & Nora BENSON - for preliminary work done to prepare for village entitlements; originally scheduled for 7 to complete
Patricia LAFRAMBOISE - for conveying the most Native allotments
Lorri DENTON - for timely processing of Alaska Native Veteran allotment applns
Pat PEARSON, Lynda EHRHART and Alice CHAVEZ - for outstanding work done as the division's quality/control team
Pat MORENO - for developing plans to complete the land transfer program
Joe LABAY - for work done with Native communities to obtain final land selection priorities

TIME OFF AWARDS

Roz HOLLAND, Jerri SANSONE, Robin MIDDLETON, Betty LOCKARD & Margaret McDANIEL - for work done for the 2002 Combined Federal Campaign

STATE DIRECTOR'S STAFF

TIME OFF AWARD

Larry CRANE - for lead CFC organizer accomplishments

STAR AWARDS

Laura LAGSTROM - for promoting the Native program through Anchorage school district and community
Tonyua ABROM - for work done as Federal Women's Program coordinator
Charles LUDDINGTON - for counseling done to support the EEO program
Teresa MCPHERSON - for work done in support of the Resource Advisory Council
Bill DIEHL - for developing energy presentations for state director

CONTEST WINNERS

Scott GUYER & Larry CRANE - for winning sketches selected by panel for Alaska Belt Buckle contest

JOINT PIPELINE OFFICE

STAR AWARDS

Jim DUCKER - for meeting the demands as NEPA coordinator for the TAPS renewal EIS
Taylor BRELSFORD - for subsistence & sociocultural analysis for TAPS EIS
Ron MCCALISTER - oversight of engineering response to Nov. 3 earthquake

QUALITY STEP I INCREASE

Donna GINDLE - for public outreach and involvement for TAPS renewal EIS
Charles CHINNIS - for superior administrative support for TAPS renewal team
Doug LALLA - for work done on the TAPS earthquake monitoring system

ON-THE-SPOT AWARDS

Jim LUSHER, Ron ABERNATHY - for oversight of engineering response to Nov. 3 earthquake

SERVICE

Martin HANSEN - 25 years

cool news



Under Larry Crane's tutelage, 23 key workers collected \$35,800 from BLM employees for the 2002 Combined Federal Campaign. Key workers pictured: (l-r) Connie Ancheta, Jerry Pinkerton, Dominica Van Koten, Larry Crane, Ana Dominguez, Anita Jette, Hazel Pitts (arms extended), (back row l-r) Roz Holland, Margaret McDaniel and Jerri Sansone

Other Personnel Changes. Gene Terland

Terland trades in his acting associate state director stint for the real deal in March when he becomes ASD in Utah. After 17 years he leaves Alaska with mixed feelings but Sally Wisely, Utah's SD and our former ASD looks forward to his arrival.

David Dash, fire operations

division chief, a longtime fixture at the Alaska Fire Service, moves to Boise's National Interagency Fire Center in April as group manager for aviation.

Special agent-in-charge Pam Stuart

Stuart says good-bye in March to become New Mexico's special agent under SD Linda Rundell, our former ASD.

Myrna Tihonovich, former ASD secretary is now the state director's secretary. She replaces Tonyua Abrom.

Donna Gindle, formerly with the JPO transferred to the Anchorage Field Office and is AFO's public affairs specialist.

Competitive Sourcing, continued from pg 5

The 21 positions in maintenance facilities met that criteria.

The studies begin in February with interviews of affected employees about their duties. Study results are expected in September 2003 and implementation should follow in 2004. Sometime this year, the BLM will decide what commer-

cial activity or activities to study in 2004. The state director says competitive sourcing is not to eliminate jobs, nor thoughtlessly contract out our work for the sake of contracting out. Rather, it is a tool to be used strategically to help us stretch our scarce dollars and improve the way we perform work for the American public.

The Competitive Sourcing Initiative, a part of the President's Management Agenda, directs all federal agencies to identify and implement the most effective and efficient ways to deliver services to our customers. For more information about competitive sourcing contact Sandy Dunn at 271.3305 or visit www.doi.gov/pam/competitivesourcing.



health

Are you SAD?

Quite a few Alaskans suffer from SAD (seasonal affective disorder) because of our short dark winter days. SAD is a collection of depressive symptoms some people experience during shortened daylight hours of the winter. Classic SAD symptoms include

depression, mild anxiety, lack of energy and enthusiasm, overeating, oversleeping, craving sweets and carbohydrates and the inability to concentrate.

Treatments include—

- getting outside for an hour or so each day
- getting up to two hours of daily phototherapy
- antidepressants

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